

19 October 1955

MEMORANDUM FOR: Director of Training

SUBJECT: Expansion of Junior Officer Training Program

REFERENCE: OTR Staff Study, dated 6 September 1955

Responsive to your request for a point of view as to how you can carry out your JOT training responsibilities in the face of the ceiling, herewith the Management Staff position:

1. Determine firmly with the DD's and the DCI that will we or will we not have a JOT program and for what purpose, i.e., to counter attrition and to what extent.
2. Assuming that we will have a JOT program, adopt these principles:
  - a. The Director of Training to have complete control of the JOT on a planned training basis until in the judgment of the Director of Training the JOT graduates.
  - b. Give the Director of Training a progressively larger number of ceiling slots (total of 100 ~~now~~) so that eventually his total shall equal a previously set maximum, in order to serve that part of the attrition rate wherein the JOT is the recruitment source.
  - c. Secure these additional slots from the existing DD Area ceilings.

(The history of accessions to an office from the JOT recruiting source has been as follows: Approximately 10% DD/S and the balance approximately evenly split between DD/I and DD/P. The essential difference between committing a slot for the JOT and the retention of it by an office is solely that for the period of training the slot given to the Director of Training doesn't contribute to the office workburden.)

- d. Recase the recruiting and testing standards for the JOT group so that it becomes more easily possible to secure this type of candidate.

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- e. Determine firmly (and adhere to it) the progressive training assignments from beginning to end, to serve the purpose that the assignment to an office be only so long as necessary to the JOT to fit a training need and not ever be a contribution to an office workburden.
3. This Staff considers the use of any flexible T/O arrangement to be administratively unsound and unworkable.

/s/ [REDACTED]  
Chief, Management Staff

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